



THIS IS THE LAW



Employment

It is against the law for employers, employment agencies and labor organizations to discriminate on the bases of race, color, religious creed, ancestry, national origin, age, sex, marital status, sexual orientation, disability or genetic status in:



- ▶ Upgrading or promotion
- ▶ Apprenticeship
- ▶ Wages or salary
- ▶ Accepting job applications
- ▶ Referring job applicants
- ▶ Discharge
- ▶ Hiring
- ▶ Terms and conditions of employment

It is illegal to cause, or attempt to directly or indirectly cause, any person to discriminate against an individual.

It guarantees equal opportunity in:

- ▶ Employment
- ▶ Public Accommodations
- ▶ Real Estate
- ▶ Protection Against Panic Selling

Any person who believes he or she has been discriminated against should promptly contact:

Montgomery County, Maryland
Office of Human Rights
Main: 240 777-8450
Complaints: 240 777-8462
TTY: 240 777-8480
FAX: 240 777-8460

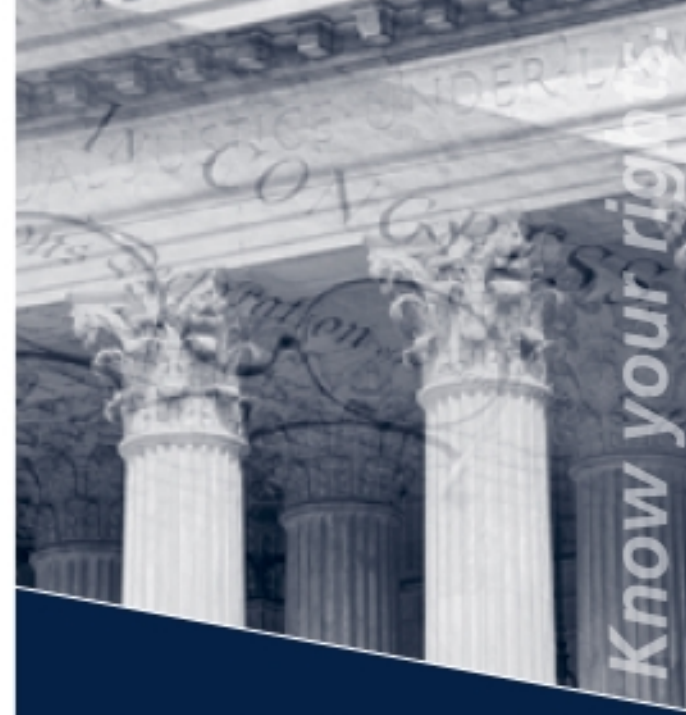
What to do...

Any person who believes he or she has been discriminated against should promptly contact:

MONTGOMERY COUNTY

Office
of HR
HUMAN RIGHTS

110 North Washington Street
Suite 200
Rockville, Maryland 20850
Main: 240-777-8450
Complaints: 240-777-8462
TTY: 240-777-8480
FAX: 240-777-8460



Know your rights



MONTGOMERY COUNTY
MARYLAND
Human Rights Commission
and
Office of Human Rights



HUMAN RIGHTS LAWS

Public Accommodations

Owners, lessees, operators, managers, agents or employees of any place of public accommodation, resort, or amusement may not discriminate on the bases of race, color, sex, religious creed, ancestry, marital status, national origin, sexual orientation, or disability. This includes:

- ▶ Restaurants
- ▶ Hotels and motels
- ▶ Hospitals and clinics
- ▶ Places of public assembly
- ▶ Theaters, movie halls, and
- ▶ Other similar establishments doing business with the public.

Real Estate

It is against the law for anyone:

- ▶ Real estate brokers and salespersons
- ▶ Apartment owners and managers
- ▶ Builders and developers
- ▶ Homeowners
- ▶ Banks and other lenders
- ▶ Trailer parks and
- ▶ Appraisers

To discriminate on the bases of race, color, religious creed, ancestry, national origin, presence of children, age, sex, marital status, sexual orientation, source of income, or disability in:

- ▶ Selling, leasing, or renting housing accommodations, including apartments and condominiums, offices and shops
- ▶ Financing the purchase, building, or repair of housing and commercial units
- ▶ Offering land for construction of businesses, housing or location of mobile homes

Note: Three exemptions are housing in which the owner lives and rents no more than two units, housing operated by religious groups for religious purposes and housing for senior citizens.

Protection Against Panic Selling

The law prohibits attempting (1) to induce homeowners to sell, or (2) to discourage prospective purchasers, by preying on fears of racial or religious change. Such practices, commonly known as blockbusting, can precipitate panic selling and economic loss.

Any homeowner who suspects such practices in the neighborhood may seek the protection of the law by reporting the facts to the Office of Human Rights.

Filing a complaint

- ▶ Any person who believes himself or herself discriminated against may file a written complaint with the Office of Human Rights.
- ▶ A personal interview is held to determine the nature of the allegation, jurisdiction, legal rights, and desired remedies.
- ▶ The case is assigned to one of the staff investigators for a thorough investigation to determine the facts.
- ▶ The office has summons and subpoena power, and may seek injunctions or other appropriate legal actions.
- ▶ If the office finds no evidence of discrimination the complainant may appeal the decision to a case review board.
- ▶ A conciliation is attempted among the people involved in the complaint. If this fails and there is reason to believe that discrimination did occur, a public hearing is held.

Understanding your rights...

The outcome of the public hearing in which discrimination is found might be:

- ▶ A cease and desist order
- ▶ A consent agreement
- ▶ An affirmative action plan
- ▶ Back pay in an employment case
- ▶ An award of monetary damages

- ▼ Forty-five (45) days after a complaint is filed with the office, the complainant may file suit in Maryland Circuit Court. The office will close the case once suit is filed.
- ▼ It is illegal to retaliate against anyone who has filed a discrimination complaint or has participated in a discrimination investigation.

Will help to protect your future.